



Dear FCFT members,

I want to thank all of you and our community for being patient and understanding during this unique time. We are all adjusting to this unprecedented situation and your union is doing the best we can to support and guide you. Our members and community groups have been very communicative and are reaching out to FCFT expressing thoughts and concerns. Rest assured I have heard you all, understand your concerns and we are trying to work with Fairfax County elected officials and Fairfax County Public Schools to get answers. We want you to know that FCFT will remain open support our members and we can be reached at info@fcft.org.

To ensure everyone is taken care of financially during this time the **FCPS School Board has stated that all exempt, non-exempt, contracted hourly, and non-contracted hourly employees will be paid.** They will also waive any co-pay/deductible for COVID-19 testing for all employees. Confidential, free mental health and other resources can be accessed through the [Employee Assistance Program](#) through ComPsych Guidance Resources at [855-355-9097](tel:855-355-9097).

FCPS is still working to figure out the long-term details surrounding pay and insurance guidelines. FCFT will continue to update our members through email and on our website as soon as we receive information from school district leaders. As always, FCFT staff will be available to take your calls and answer your questions.

What to expect for instructional staff:

As a result of the recent school closure announcement, instructional staff *may* be wondering what this means for your role in supporting student learning.

To support students during the first two full weeks of closure (3/16-3/27), FCPS has developed centralized resources to promote continuity of learning, which can be accessed via FCPS 24-7 (<http://fcps.blackboard.com>). These activities are ready for families/students and do not require any teacher preparation or facilitation.

As many of our students do not have access to learning materials and supports, FCPS is asking teachers to adhere to the following guidelines:

- Teachers will not assign any required work at this time. This includes Online Campus, AP, and IB instruction.
- Teachers are to follow guidelines from FCPS and ignore conflicting messages from outside groups like the College Board.
- Teachers may provide optional, ungraded activities to students with the caveat that they cannot be designed to teach new content or utilize non-FCPS approved resources.
- Teachers are required to use only standard, approved digital tools for instruction (e.g. FCPS 24-7/Blackboard, G Suite for Education). Information on approved tools can be found in the FCPS Digital Ecosystem at <http://fcpsnet.fcps.edu/is/instructionaltechnology/Resources/> or <https://sites.google.com/fcpschools.net/fcpsdigitalecosystem/>.
- Resources for students receiving special education services in grades pre-K-12 are available in the Continuity of Learning Resources – Distance Learning Plan folders on Blackboard 24/7 under the category of special education.
- Teachers will not offer “extra credit” for completion of optional learning activities.

As committed educators, you may feel anxiety or stress about the loss of instructional time and the impact on student learning. However, our first concern at this time must be the health and welfare of our entire community--students, teachers and staff. FCPS has stated that they will address questions related to end of quarter grading, state testing, and other end-of-course assessments as soon as decisions can be reached.

The latest regarding school closures:

Fairfax County Public Schools are officially closed through April 10. The plan right now is to resume classes April 14th but that is subject to change. All FCPS school buildings are closed until further notice. Food distribution at FCPS sites will continue as scheduled. More details about the food program can be found here: <https://www.fcps.edu/news/coronavirus-update-food-resources>. With the school buildings closed, the laptop distribution is postponed. All FCPS administrative offices are closed until further notice.

By March 27, 2020, FCPS will determine whether it is feasible to resume any level of teacher supported learning activities. A planning day or days (virtual or in-school) would be provided prior to any teacher requirements for providing instructional supports.

To continue to assist and support our members through this tough time FCFT is open and providing services to our members via telephone and

email. Union staff are implementing the Telework option and are closed for face-to-face encounters in alignment with national state, and local guidelines for social distance to decrease the likelihood of spreading the Coronavirus. It is important that we continue to hear members concerns and questions so that we can share them with FCPS leadership. **As a reminder, please email your union at info@fcft.org if you have any questions, concerns or need support during this challenging time.** As guidelines and data are ever changing, please visit our webpage to get updated information: www.fcft.org/coronavirus

We are all in this together. Thank you for your continuing support and cooperation. We appreciate you in all that you do for your students.

In unity,

Tina Williams

FCFT President

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